

# **P R O C L A M A T I O N**

**WHEREAS**, more than 50 years after the passage of the Federal Equal Pay Act, women, especially minority women, continue to suffer the consequences of unequal pay; and

**WHEREAS**, according to the U.S. Census Bureau, nationwide, women working full-time, year-round in 2015 earned on average 80 percent of what men earned, while Virginia women earned 78 percent of what men earned. This ranks Virginia below the national average and 35<sup>th</sup> among the states in providing pay equity for women; and

**WHEREAS**, although the gender pay gap has narrowed since 1960, if it continues to narrow at the rate of change experienced between 1960 and 2015, women are expected to reach pay equity with men in 2059. If the gender pay gap continues to narrow at the slower rate it has narrowed since 2001, women will not reach pay equity with men until 2152; and

**WHEREAS**, according to “Graduating to a Pay Gap,” a 2012 research report by the American Association of University Women (AAUW), even after controlling for factors known to affect earnings, such as occupation, hours worked, and college major, among full-time workers 1 year after college graduation, women earned an unexplained seven percent less than men did; and

**WHEREAS**, during 2016, the City of Alexandria studied its government workforce and found that overall women earned 94 percent of what men earned, placing the City well above the national average. When looking at specific job categories, the City found that the gap between men and women’s salaries varied from two to 10 percent. In the category of officials and administrators, women’s salaries were almost two percent higher than men’s; and

**WHEREAS**, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

**WHEREAS**, fair pay strengthens the security of families today, eases future retirement costs, and enhances the American economy; and

**WHEREAS**, Tuesday, April 4, symbolizes the time in 2017 when the wages paid to American women catch up to the wages paid to men from the previous year.

**NOW, THEREFORE, I, ALLISON SILBERBERG**, Mayor of the City of Alexandria, Virginia, and on behalf of the Alexandria City Council, do hereby designate Tuesday, April 4, 2017 as:

## **“EQUAL PAY DAY”**

*In the City of Alexandria, Virginia.*

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused the Seal of the City of Alexandria to be affixed this 4<sup>th</sup> day of April, 2017.

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**MAYOR ALLISON SILBERBERG**

*On behalf of the City Council  
of Alexandria, Virginia*

ATTEST:

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*Jacqueline M. Henderson, MMC City Clerk*